



WATERVILLE FIRE DEPARTMENT
7 COLLEGE AVE
WATERVILLE, MAINE 04901
STATION (207) 680-4735



The City of Waterville is currently accepting applications for the position of **Career Firefighter/Driver, Fire Advanced EMT, and/or Fire Medic.**

Immediate openings available for multiple positions. Posted: 06/29/2022

Requirements for the Career Firefighter/Driver position include:

- Maine Emergency Medical Technician Basic License. *AEMT or Paramedic preferred.*
- Maine State or Proboard Firefighter I. *Proboard Firefighter II preferred.*

Candidates will be required to obtain an Advanced EMT license within 2 years of hire.

Requirements for the Fire AEMT and Fire Medic position include:

- Maine Advanced Emergency Medical Technician or Paramedic.
- Advanced Cardiac Life Support
- Pediatric Advanced Life Support or equivalent.
- Pre-Hospital Trauma Life Support or equivalent.

AEMT Candidates will be required to obtain a Paramedic license within 2 years of hire.

Both positions will require the following:

- High School Diploma or equivalent.
- Valid driver's license, with ability to obtain a Class B commercial driver's license.
- Experience in firefighting and/or EMS
- Selected applicants must pass a department assessment center which may include a physical agility course, a written test, practical stations, an extensive background check, physical evaluation, and psychological screening.

Electronic applications may be submitted online at <http://www.waterville-me.gov/humanresources/job-applicationsresumes/>. In addition to electronic applications, cover letters and resumes can be sent to sesler@waterville-me.gov.

Applications will be accepted until positions are filled.

A Chief's interview will be established for the top candidates at a date to be determined. A candidate list may be maintained for future openings. The City of Waterville is an equal opportunity employer.

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Wages

The Fire Chief has the discretion to recognize, for wages and vacation, year for year actual full-time service, up to 20 years of service and part-time or volunteer service on a case-by-case basis for lateral entry.

| JULY 1, 2022 – JUNE 30, 2023 | | | | | | |
|---------------------------------------|--------------|-------------------------|-------------------------|--------------------------|--------------------------|--------------------------|
| | START | START YEAR 2 | START YEAR 5 | START YEAR 10 | START YEAR 15 | START YEAR 20 |
| FIRE AEMT | \$ 20.00 | \$ 20.60 | \$ 21.22 | \$ 21.86 | \$ 22.52 | \$ 23.20 |
| FIRE MEDIC | \$ 22.00 | \$ 22.66 | \$ 23.34 | \$ 24.04 | \$ 24.76 | \$ 25.50 |
| FIRE MEDIC / CRITICAL CARE | \$ 24.00 | \$ 24.72 | \$ 25.46 | \$ 26.22 | \$ 27.01 | \$ 27.82 |
| | | | | | | |
| FF/EMT | \$ 20.00 | \$ 20.60 | \$ 21.22 | \$ 21.86 | \$ 22.52 | \$ 23.20 |
| FF/AEMT | \$ 22.00 | \$ 22.66 | \$ 23.34 | \$ 24.04 | \$ 24.76 | \$ 25.50 |
| FF/MEDIC | \$ 24.00 | \$ 24.72 | \$ 25.46 | \$ 26.22 | \$ 27.01 | \$ 27.82 |

Vacation

Candidates may be entitled to paid vacations in the following amounts, commensurate with years of service:

- 3 Months- One week (42 hours)
- 1 Year- One week, Three days (114 hours)
- 5 Years- Two weeks, Three days (156 hours)
- 12 Years- Three weeks, Three days (198 hours)
- 19 Years- Three weeks, Six days (270 hours)

Benefits

- Maine State Retirement 3C Plan (66% plus COLA adjustment)
- Holiday Pay
- Sick and Vacation Leave
- Life & Disability Insurance
- Medical Insurance
- Dental Insurance
- Income Protection
- Medical Reimbursement Account
- Training opportunities
- Promotional opportunities
- Uniform allowance

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Schedule

Employees will work a rotating 24 hours on, 24 hours off, 24 hours on, and 120 hours off. Employees will be paid an average of a 42 hours work week. Overtime will be paid for work above 42 hours, with few exceptions as outlined in the bargaining agreement.

Schedule Example: A-Shift B-Shift C-Shift D-Shift

| July | | | | | | | August | | | | | | | September | | | | | | |
|------|----|----|----|----|----|----|--------|----|----|----|----|----|----|-----------|----|----|----|----|----|----|
| S | M | T | W | T | F | S | S | M | T | W | T | F | S | S | M | T | W | T | F | S |
| | | | | | 1 | 2 | | 1 | 2 | 3 | 4 | 5 | 6 | | | | | 1 | 2 | 3 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 | 28 | 29 | 30 | 31 | | | | 25 | 26 | 27 | 28 | 29 | 30 | |
| 31 | | | | | | | | | | | | | | | | | | | | |

Training

Generally, orientation consists of three weeks of Monday – Friday. However, each candidate will be evaluated individually to determine a training schedule that best suits their specific needs.

About Waterville!

The City of Waterville is located on the banks of the Kennebec River in Maine. Waterville is easily accessed by two exits off Interstate-95 as well as Route 201, a national, historic byway and part of the Kennebec-Chaudière Corridor.

Waterville takes great pride in its downtown, with seven structures listed on the National Register of Historic Places. Our downtown is home to many unique shops, one-of-a-kind eateries and a well attended farmers' market with produce and products solely from local farmers and craft artisans.

Within our City limits you will find a unique mix of shops and restaurants, medical facilities, Thomas College and Colby College

Visitors will enjoy numerous arts & cultural amenities, including the magnificent Waterville Opera House, Colby College Museum of Art, Redington Museum and the Railroad Square Cinema. Waterville hosts a year round calendar of outstanding events, such as the Maine International Film Festival, Waterville Intown Arts Fest, and Taste of Greater Waterville.

Shoppers will find an eclectic array of products, including upscale women's clothing, home furnishings, jewelry, Maine-made products, toys and books and much more. Dining options are equally as diverse,

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offering authentic Lebanese, southern creole and Mexican cuisines, Asian specialties, assorted American fare, delicious pub food, and fresh seafood, not to mention great bagels, sandwiches and coffee.

Outdoor enthusiasts will delight over the miles of hiking trails located throughout the City, including those found at the four-season Quarry Road Recreation Area. Quarry Road also provides cross country skiing, snowshoeing and snow tubing in the winter months and biking, kayaking and walking opportunities in the spring, summer and fall. The Kennebec River also offers spectacular fishing and boating opportunities.

Children and adults alike can also enjoy the Alford Municipal pool complex, complete with water slides, the indoor pool and youth activities at the Alford Youth Center/Boys & Girls Club or family-friendly golfing at the Pine Ridge Golf Course as well as the many playgrounds and ball fields within the City.

Message from the Chief!

I want to take this opportunity to thank you for considering this job opportunity. While this job is certainly not easy, it can be extremely rewarding. Taking care of our community, one person at a time, is and will remain our priority. Fire and EMS remain of equal concern as Waterville grows into the future.

Our firefighters are expected to be operationally ready at all times, diverse in skillset, and possess a “make it happen” attitude. Our EMS providers are expected to be compassionate, highly skilled, and motivated, whether it’s the first call or the 25th call of the day. All our employees are students of their trade. We, together, are expected to maintain taxpayer equipment and facilities, better than our own. Waterville is the land of opportunity and is experiencing significant growth which, in turn, has amplified the need for emergency services.

If hard work, sleepless nights, and an “others-before-self” mentality is not in your daily routine... Waterville is not the place for you. On the contrary, if this is up your alley, please consider this a personal invitation to apply. I look forward to meeting with you.

Simply put, we aim to provide the best fire and emergency medical services out there. Our high-speed leadership team backed by high performing employees and a supportive municipal government make us the place to grow your fire service career.

“Pride in Duty”. Words we live by.

Fire Chief Shawn J. Esler

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About the Department!

Waterville Fire Department's Goals

The Department's Goals are:

- To respond quickly to Fire, EMS, and hazardous materials related incidents to minimize the loss of life, damage to property, and economic impact to the community.
- To use technology to expand and improve the services and abilities of the Department.
- To ensure that the City and its residents are prepared to effectively respond to major disasters by providing information and education in fire safety and emergency preparedness.
- To perform fire life safety inspections for Waterville businesses and facilities to prevent injuries, deaths, business disruption, and property damages relating to fires.
- To develop and implement strategies to navigate economic challenges to sustain fire and EMS services.
- To develop and plan for the future of emergency services in Waterville and surrounding jurisdictions.

Waterville Fire Department's Divisions and Sections

Administration Division: Fire Administration houses the Office of the Fire Chief, and provides organizational oversight, policy direction, internal affairs, financial management, ambulance administration, grant acquisition, and community relations for the Department. The Division's primary responsibility is to manage the Department's general operations to ensure efficient and effective service delivery while ensuring alignment with the City's goals and objectives. This division includes the Fire Chief, Deputy Chief, and Executive Assistant.

Fire Suppression Division: The Fire Operations Division provides fire suppression, fire investigations, and public education outreach. This Division directly supports the Department's primary mission to respond quickly to fires and other emergency incidents to preserve life and property. This division will include four Battalion Chiefs, four Captains, and sixteen career firefighters totaling 24 career members. Those individuals will make up four shifts (A, B, C, and D) providing for round the clock coverage. Also included in the Fire Suppression Division is a dedicated call force of approximately 25 on-call members who respond to emergency calls when requested.

Emergency Medical Services Division: The Emergency Medical Services Division provides transport EMS services and first response services to our City. We currently operate a primary and backup ambulance to provide transport of the critically ill or injured to local hospital facilities. This Division directly supports the Department's primary mission to respond quickly to emergency incidents to preserve life and property and is operated by the same personnel listed in the Fire Suppression Division.

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Special Operations Section: The Special Operations section provides search and rescue, high angle, low angle, rope rescue, swift water, ice water, confined space, trench rescue, advanced extrication, hazardous materials response, and drone services to our region. This section is operated by the same personnel listed in the Fire Suppression Division.

Fire Prevention Section: The Fire Prevention section is responsible for coordinating the fire inspection program, fire plans review for new construction and tenant improvements, and regulates the storage of hazardous materials. The primary focus for this Division is to protect the community from fire and related hazards through proactive enforcement of the fire code as required by City Ordinance. This section is operated by the same personnel listed in the Fire Suppression Division.